



City of Woodland

MEMORANDUM

DATE: May 18, 2021
TO: Reece Ulrich, Woodland City Employees Association
FROM: Ken Hiatt, City Manager
SUBJECT: Amended and Restated Side Letter of Agreement – Furloughs

This amended and restated side letter of agreement serves to memorialize the agreement, post labor negotiations, between the City of Woodland (City) and the Woodland City Employees Association (WCEA). Due to better than expected revenues in the General Fund for fiscal year 2020/21, the City wishes to restore the concessions agreed to by WCEA in the Side Letter of Agreement dated July 1, 2020.

The following modifications shall be made to the Memorandum of Understanding between the City and the WCEA, adopted via Resolution No. 7308, covering the period from July 1, 2019 through June 30, 2023, including the Side Letters of Agreement.

Section 2.1.4 Furloughs is amended and restated as follows:

2.1.4.1 Employees agreed to an unpaid furlough of 104 hours (5% of base salary) in fiscal year 2020/21. Hours were deducted in an equal amount from each monthly paycheck, and the furlough hours were placed in a leave bank on July 1, 2020. Because General Fund sales tax revenues (not including special district sales tax measures) are projected to exceed \$14.0 million for fiscal year 2020/21, the monthly furlough deduction ceased after December 31, 2020 and furlough leave banks were reduced to fifty-two (52) hours.

On or before May 31, 2021, employees will be required to select from the following alternatives:

- Employee may have the value of the hours remaining in the employee's furlough leave bank refunded and cashed out at their base rate of pay as of June 30, 2021; or
- Employee may have 52 hours of furlough deductions refunded and cashed out at their base rate of pay as of June 30, 2021, with the difference between the current number of furlough leave bank hours and 52 taken from the employee's vacation leave bank. Employees without sufficient vacation leave bank to make up the difference, when added to the furlough leave bank, to get to 52 hours, shall only be able to cash out the furlough leave bank hours plus their currently accrued vacation leave hours; or

- Employee may opt to keep the hours in the furlough leave bank and must use those hours before December 31, 2021. Any furlough leave bank hours not used by December 31, 2021 will be lost without compensation to the employee.

If an employee does not select an option prior to May 31, 2021, then the employee will have the value of the hours remaining in the employee's furlough leave bank refunded and cashed out at their base rate of pay as of June 30, 2021.

Section 5.2.2 Vacation Leave:

The 104 hours added to the maximum vacation accumulation limits is removed, and the limits return to the amounts shown in the MOU. The maximum vacation limits are reviewed as of December 31, 2021.

Resolution 7308 adopting the MOU between the City and WCEA is hereby modified as reflected in the sections noted above. All other provisions of the MOU remain unchanged, unless the parties mutually agree to reopen negotiations.

AGREED TO THIS DATE:

5/21/21

FOR THE CITY OF WOODLAND

FOR THE WOODLAND CITY
EMPLOYEES ASSOCIATION



Ken Hiatt
City Manager



Reece Ulrich
Woodland City Employees Association